

## **SECTION 12.55 HEALTH AND SAFETY**

**Last Update: 5/11**

Supervisors have a duty to establish and maintain a safe working environment and should respond quickly to concerns reported by employees about unsafe conditions or practices. Health and safety issues may be grieved or may be discussed in labor/management meetings. Also, see [Chapter 15](#).

### **Tools and Equipment**

Management must provide all tools and equipment necessary for employees to perform their jobs. It is recommended that employees not be allowed to utilize personal tools or equipment on the job even if they are of better quality or preferred by the employee. Confusion might result regarding ownership if employees take equipment home. Employees are responsible for the care of tools and equipment assigned to them and for reporting deficiencies or malfunctions.

### **Uniforms and Protective Clothing**

Management must furnish any protective clothing that employees are required to wear. This includes safety shoes or toe protectors. If uniforms or smocks are required, management must provide, maintain, and replace such clothing for employees. Management shall not require an employee to complete the probationary period before safety shoes or protective equipment is provided.

The agreements include a definition of what constitutes a uniform for purposes of administering this section.

Management may not give employees a cash allowance (cash in hand) to purchase uniforms in lieu of providing the uniforms, unless allowed by the applicable agreement. Management may either directly provide the uniforms or select several styles of uniforms to be stocked by local retailers from which employees may choose. If employees prefer a differently styled uniform, the employee must pay any difference in price between the uniform they prefer and those selected by management. Any alternate uniform chosen by the employee must meet the standards specified by management.

### **Drug Abuse and Alcoholism**

Supervisors have several responsibilities toward employees whose job performance is adversely affected by substance abuse, including drugs and alcohol. Supervisors must counsel and assist employees with work problems which occur, refer employees to appropriate professional assistance, and impose disciplinary action as necessary. Use of accrued sick leave will be authorized for periods of professional consultation or treatment.

See [Section 9.50 Substance Abuse Policy](#).

### **Damage to Personal Items**

The agreements provide for reimbursement to employees for personal items damaged in the performance of assigned duties. Refer to the applicable agreement for details.

### **Training**

The employer is obligated to make a good faith effort, contingent upon the availability of adequate funding, to provide employees with the training necessary to carry out their assigned duties as determined by the employer. This contractual provision does not entitle employees to take any courses of their choosing, be granted educational leave or tuition reimbursement, or to have job duties removed from their responsibility until training is given. For mandatory training, assignment to training will be made by seniority for those who have not had the training.